

# Exam CHRP-KE Tests - Quiz 2026 First-grade HRP A

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### HRP A CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>Finance &amp; Accounting: This section of the exam measures the skills of HR Business Partners and focuses on understanding financial principles that impact HR decisions. It includes budgeting, financial statement analysis, cost-benefit assessments, and aligning HR initiatives with financial performance and business objectives.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>Occupational Health &amp; Safety</li></ul>
Topic 3	<ul style="list-style-type: none"><li>Organizational Behavior: This section of the exam measures the skills of HR Consultants and focuses on understanding human behavior in organizational settings. It covers motivation, leadership, communication, and group dynamics to promote engagement, teamwork, and a positive work culture.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>Recruitment &amp; Selection: This section of the exam measures the skills of Talent Acquisition Specialists and covers methods for sourcing, screening, and selecting candidates. It includes job analysis, interview techniques, legal considerations, and ensuring fair and effective hiring decisions that align with organizational needs.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>Training &amp; Development: This section of the exam measures the skills of Learning and Development Managers and focuses on employee training, skill development, and performance improvement. It includes designing training programs, conducting needs assessments, evaluating learning outcomes, and supporting career development initiatives.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>Labour Relations</li> <li>Industrial Relations: This section of the exam measures skills of Labor Relations Specialists and covers the framework of collective bargaining, dispute resolution, and negotiation processes. It includes knowledge of employment laws, union-management relations, and strategies for maintaining positive labour relations within the workplace.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>This section of the exam measures the skills of Health and Safety Officers and covers workplace safety practices, hazard identification, and compliance with health and safety regulations. It focuses on promoting employee well-being, implementing prevention programs, and managing risks in the work environment.</li> </ul>

## HRPA CHRP Knowledge Exam Sample Questions (Q37-Q42):

### NEW QUESTION # 37

What should be included in a general safety orientation program?

- A. Health and safety audit procedures
- B. First aid procedures
- C. Fire and emergency safety procedures
- D. Preventive maintenance procedures

**Answer: C**

Explanation:

In the Health, Wellness, and Safe Workplace domain, HRP A guidance identifies that a general safety orientation for all workers must cover fundamental workplace safety information, including fire and emergency procedures, hazard reporting, rights and responsibilities, and key policies required for due diligence under occupational health and safety legislation. Orientation focuses on critical awareness and emergency response basics applicable to every employee.

While first aid, preventive maintenance, and audit procedures are important elements of the broader health and safety program, they are not core universal topics for general orientation for all employees in the way that fire and emergency procedures are.

Reference (HRPA Framework/Study Guide):

HRPA Professional Competency Framework - Health, Wellness, and Safe Workplace (program design, orientation content, due diligence).

HRPA Study Guide - Occupational Health and Safety (elements of general H&S orientation, emergency procedures).

### NEW QUESTION # 38

Which of the following team-based interventions can effectively reduce the effects of social loafing?

- A. Increasing the team's size.
- B. Using anonymous peer evaluations.
- C. Communicating clear individual accountability.
- D. Conducting regular team-building activities.

**Answer: C**

Explanation:

Within the HRP A Professional Competency Framework (Organizational Effectiveness), HR is expected to design team structures and practices that clarify roles, responsibilities, and performance expectations to improve collaboration and outcomes. Establishing clear individual accountability-explicit goals, role clarity, and measurable individual contributions within team objectives-reduces

social loafing by making effort and results visible and attributable. Increasing team size (A) typically exacerbates diffusion of responsibility; anonymous peer evaluations (B) provide limited preventive effect; general team-building (D) can support cohesion but does not by itself ensure accountable contribution.

Relevant Framework Reference (HRPA): Professional Competency Framework-Organizational Effectiveness (role clarity, performance accountability, team effectiveness); HRPA Study Guide-team design, accountability mechanisms, and mitigation of social loafing.

#### NEW QUESTION # 39

Considering risk control measures that can be used to minimize hazard exposure, which of the following is an example of controlling the hazard's path?

- A. Replacing malfunctioning equipment.
- **B. Opening a window to provide ventilation.**
- C. Mopping the floor following a chemical spill.
- D. Providing hearing protection to a worker.

**Answer: B**

Explanation:

HRPA's health and safety competencies require applying the hierarchy of controls and understanding control strategies at the source, along the path, and at the worker. Controlling the path refers to interrupting or redirecting the transmission of a hazard between source and worker (e.g., ventilation, isolation, or barriers). Opening a window to provide ventilation reduces airborne contaminant concentration along its path, fitting this category.

Mopping a spill (A) is housekeeping/source removal after release; replacing equipment (B) is a source/engineering control; hearing protection (C) is PPE at the worker.

Relevant HRPA references: Professional Competency Framework - Health, Wellness & Safe Workplace (apply the hierarchy of controls; distinguish source, path, and worker controls); Study Guide content on ventilation as a path control.

#### NEW QUESTION # 40

What is the first thing an employer should do to minimize damage to morale when pay cuts are unavoidable?

- A. Ensure the planned cuts are spread throughout the organization fairly
- B. Commit to providing future rewards when circumstances permit
- C. Seek employee input on ways to deal with the crisis
- **D. Provide full information on the crisis and the rationale for the cuts**

**Answer: D**

Explanation:

HRPA emphasizes transparent communication as the immediate, foundational step in managing difficult total rewards changes. When reductions are unavoidable, leaders should first provide clear, complete information on the business situation and the rationale, demonstrating fairness, due process, and respect-critical to sustaining trust and morale. Equity in application (A), consultation for future options (C), and contingent commitments (D) are important, but they follow the primary step of forthright communication. Reference (HRPA): Professional Competency Framework-Total Rewards (communication and change management for rewards); Strategy and Organizational Effectiveness (transparent leadership communication in change); HRPA Study Guide-reward change communications and employee relations considerations.

#### NEW QUESTION # 41

How should an HR professional respond to an employee who wants to understand why their prescription benefit claim has been denied?

- **A. Provide the employee with the benefit plan administrator's contact information**
- B. Discuss with the employee their experience obtaining coverage for other prescriptions
- C. Follow up with the pharmacist on behalf of the employee
- D. Notify the employee's manager and request their intervention

**Answer: A**

Explanation:

The HRP Human Resources Competency Framework (Functional Domain: Total Rewards) outlines that HR professionals are responsible for administering employee benefit programs and ensuring compliance with privacy and governance standards. When employees inquire about claim decisions, the HR role is to direct them to the benefit plan administrator-the party authorized to explain claim determinations. HR must not discuss medical or personal details, as doing so could breach confidentiality or privacy regulations.

Extract:

"HR professionals provide accurate information about benefit administration processes and refer employees to the appropriate service providers for confidential claim resolution." (HRPA Competency Framework - Total Rewards, CHRP Level, Key Competency: Administer Employee Benefit Programs) Therefore, B. Provide the employee with the benefit plan administrator's contact information is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Total Rewards CHRP Knowledge Exam Blueprint - Compensation and Benefits HRP Exam Preparation Guide - Benefits Administration and Privacy

## NEW QUESTION # 42

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